IMPACT UPDATE

APRIL 2026

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COMPANY OVERVIEW

Vital Farms aspires to be America's most trusted food company.

Our stakeholder model provides the foundation for how we operate and how we win.

We recognize that the people connected to our work — farmers and other suppliers, crew members, customers, consumers, and our stockholders — as well as the animals, the environment, and the communities where we operate, are integral to how we run the business. They are a significant part of our success.

By integrating stakeholder considerations into everyday decisions, we are building durable trust, resilience, and long-term value that strengthens the business and those who work with us.

We create stakeholder value by delivering an expanding set of benefits for those we work with. For example:

Farmers choose to partner with us because they receive consistent pricing, field and veterinary support, and confidence in the long-term health and profitability of our business and theirs. This enables them to plan, invest, and care for their farms and their families with greater stability.

Crew members stay and thrive with us because they are supported by their peers and leaders, have an ownership interest in the company, feel connected to our mission, and can grow and develop their careers.

Consumers return to our products because they trust our quality, our standards, and our transparency for themselves and their families.

Communities benefit from our presence through continued investment and engagement, job creation, and stewardship of the land, air, and water.

Stockholders invest with confidence because we are building an enduring, profitable business, one that pairs financial discipline with ethical governance and sustained value creation.

In 2025, we scaled our business and continued to build a more resilient food system, fostered a people-first culture, and drove engaged and accountable oversight. We grew to more than 750 crew members, expanded to over 600 small farms in our network, made meaningful investments in our systems and operational capacity, and processed over 45 million eggs weekly through expansion and efficiency updates to Egg Central Station, our egg washing and packing facility.

This Impact Update is an abbreviated progress report with select examples of how we created value for our stakeholders through our business in 2025. For a more comprehensive view of the company and our impact, please refer to last year's full **Impact Report**.

Financials & Brand Metrics

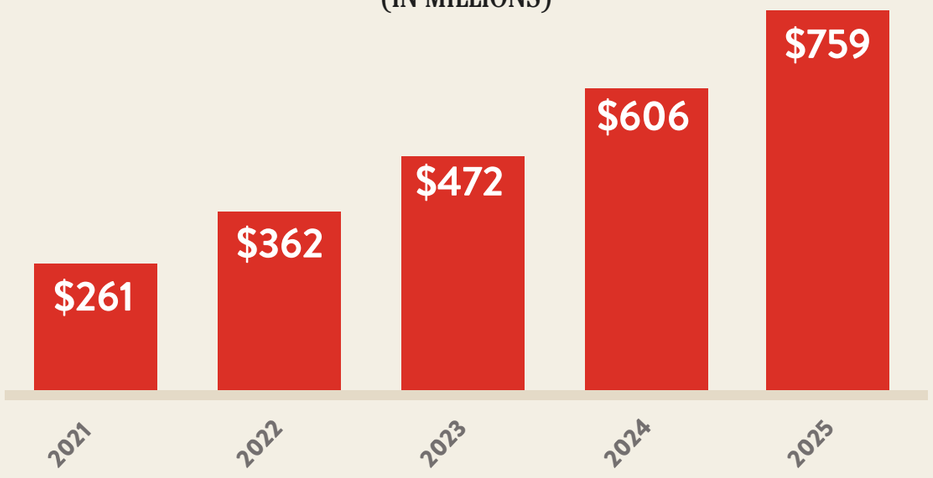
10.5%
HOUSEHOLD PENETRATION[1]

16M
HOUSEHOLDS PURCHASING[1]

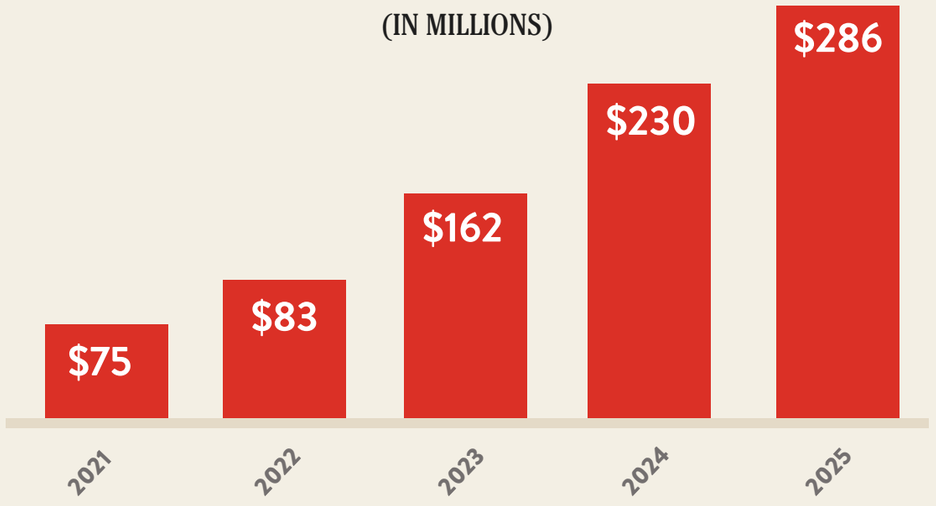
#1
U.S. PASTURE-RAISED EGG BRAND[2]

#2
U.S. OVERALL EGG BRAND[2]

NET REVENUE
(IN MILLIONS)



GROSS PROFIT
(IN MILLIONS)



[1] *Numerator panel data based on the 52-week period ending 12/31/25*
[2] *Circana data based on retail dollar sales for the 52-week period ending 12/31/25*

Our Impact Strategy

Our Impact Strategy focuses on the following topics where we're committed to making an impact within our organization, among our stakeholders, and in the communities where we operate.

Building a Resilient Food System

Bringing ethical food to the table in a way that benefits the environment, our farmers, and the animals throughout our supply chain

Climate Change • Animal Welfare
Farmer Well-being • Supply Chain Management

Fostering a People-First Culture

Building trust with our crew, farmers, stockholders, communities, vendors, customers, and consumers

Farmer Well-being
Crew Development & Engagement

Driving Engaged & Accountable Oversight

Establishing and upholding practices that underscore our dedication to ethics and transparency

Ethical Leadership
& Governance

Our Impact Goals

Building a Resilient Food System

Climate Change & Farmer Well-being:

Mitigate climate risk in our supply chain and improve our farmers' productivity

GOAL:

Engage 100% of the farmers in our network in regenerative agriculture practices by the end of 2026

PROGRESS:

59%

100%

Climate Change:

Mitigate climate risk in our operations

GOAL:

Reduce operational greenhouse gas intensity by 25% by the end of 2027 compared to 2022

PROGRESS:

-18.3%

-25%

Our Impact Goals

Driving Engaged & Accountable Oversight

Ethical Leadership & Governance:

Ensure we maintain a high standard of ethics as we grow

GOAL:

Implement a formal company-wide ethics training program and ensure completion by >95% of all crew members by the end of 2025

PROGRESS:

ACHIEVED **99%**

GOAL:

Maintain >80% agreement that Vital Farms operates ethically and promotes an ethical culture in our crew engagement survey by 2026

PROGRESS:

NEXT CREW ENGAGEMENT SURVEY IN 2026

BUILDING A RESILIENT FOOD SYSTEM

Improving Pastures Through Regenerative Agriculture

Our ability to deliver the quality eggs consumers expect depends on a resilient food system with thriving farmers, well-cared-for hens, and responsibly managed land.

For Vital Farms, regenerative agriculture is not new. All of our farmers rotate their pastures, allowing land to rest and recover, while supporting hen welfare through opportunities to forage and express other natural behaviors. These practices also improve soil health, water infiltration, and biodiversity. These outcomes help farms better withstand extreme weather, protect local waterways, and reduce environmental impact over time. Healthy, regenerative pastures are more climate-resilient and directly support continuity and reliability across our supply chain.

To deepen this work, we have expanded our support for our farmers by offering technical assistance focused on pasture improvement.

This support provides expertise to evaluate pasture conditions, analyze soil data, and identify practical improvements that strengthen land resilience and hen welfare. It complements our existing farmer services, which include nutrition, veterinary, and audit readiness support.

With technical assistance from Soil and Climate Initiative (SCI) and soil mapping expertise from Perennial Earth, we provided pasture improvement expertise in 2025 to a pilot group of farmers in Arkansas and Kansas. Together with the farmers, we refined regenerative practices that are both practical at the farm level and scalable across our network of farmers in different geographies.

As a result of this work, more of our farmers are implementing regenerative interventions such as:

- Planting trees to provide refuge for hens and reduce rainwater runoff
- Seeding cover crops to reduce soil compaction after barn construction
- Composting chicken litter to better manage nutrients, increase soil organic matter, and reduce waste

As we continue to scale this work, we offer multiple pathways for participation and progress, recognizing that regenerative agriculture is not one-size-fits-all but rather an ongoing management approach shaped by local conditions.

We are more than halfway to our goal of 100% of our farm network adopting additional regenerative agriculture practices by the end of 2026, strengthening the resilience of our farms and reducing long-term environmental and supply chain risk.

PROGRESS:

PARTNER SPOTLIGHT

Soil and Climate Initiative

Soil and Climate Initiative (SCI) is a leader in regenerative agriculture transition, equipping farmers with the knowledge to effectively build healthier soils over time. SCI has been our key implementation partner as we advance regenerative agriculture practices across our farm network. They provide hands-on technical expertise for our farmers, including in-field assessments, data analysis, tailored farm planning, and on-farm support.

"Through this partnership, Vital Farms supported the planning and construction of a compost shed that will significantly enhance our ability to add nutrient-rich material to our soil.

And we now have access to resources to help us better address water runoff. We will plant trees that will provide much-needed shade for our birds and have seeded a custom cover crop mix tailored to our farm's needs. SCI gave us valuable insights into our soil health. Together, these efforts will have a lasting impact on the health of our soil and livestock for years to come. We look forward to sharing the data and lessons we learn with other farmers, and we hope to contribute to a growing movement that more Vital Farms farmers will want to be part of.

It's exciting to imagine how much more our land can improve over the next decade."

Ashley M.
Mason Circle M Farm

The Environment and Natural Resources at Egg Central Station

Our commitment to the environment is built into Egg Central Station (ECS), our egg washing and packing facility in Springfield, Missouri.

From its original design to how it operates day-to-day, ECS and our crew who work there focus on using natural resources efficiently and responsibly.

In 2025, ECS took a major step forward with the completion of a third egg grading and washing line. This capacity expansion enabled us to reach a record **45 million eggs processed and packed in a week**, while improving efficiency on a per-egg basis. The new line also introduced advanced vision technology that enhances quality, streamlines workflows, and creates a cleaner, safer working environment for our crew.

We have continued to improve energy efficiency at ECS and recognize that water remains an important area of opportunity. As our sanitation protocols have expanded, we have installed additional water meters throughout the facility to better understand usage patterns and identify opportunities to reduce water use over time, while continuing to balance safety, operations, and resource stewardship.

Waste reduction remains a core priority. We invested in a baler to manage plastic materials, most of which comes from the pallets that deliver our egg cartons. The baler makes recycling easier and eliminates what had been our largest landfill waste stream.

Alongside this upgrade, we engaged our crew in reducing everyday waste through simple, practical changes. We added new recycling stations and improved signage in break rooms and office spaces, making the right choice easy for our crew members. These steps have enabled us to keep landfill disposal well below 10% and keep ECS a zero-waste-to-landfill facility.*

For environmental performance metrics, **see page 34**.

2025 ECS WASTE

- 70.9% WASTE UPCYCLED
- 0.3% WASTE TO BIOFUELS
- 1.1% WASTE TO ENERGY
- 11% WASTE COMPOSTED
- 3.5% WASTE TO LANDFILL
- 13.2% WASTE RECYCLED

** According to the TRUE certification definition for zero-waste-to-landfill.*

Advancing Animal Welfare with In-Ovo Sexing

Animal welfare is foundational to Vital Farms.

Since our earliest days, we have sought to find a humane and scalable alternative to the industry practice of male chick culling. For the last ten years, we've looked for practical solutions and monitored new technologies as they've improved, including advances in-ovo sexing technologies. In-ovo sexing allows hatcheries to identify male embryos before they mature — the fewer embryos that mature, the fewer male chicks to cull.

In 2025, in collaboration with our primary hatchery, Hy-Line North America, we determined that the technology had advanced to a point where we could implement it responsibly within our network. We selected Cheggy, a no-contact, non-invasive in-ovo sexing system developed by the German company AAT. The system operates with over 95% accuracy and can process eggs at the volume required to support our growing farm network.

We are absorbing the incremental cost of implementing in-ovo sexing and are not currently passing that cost along to farmers, customers, or consumers. Considering our stakeholder model, our purpose, and the long-term view, this is the right thing to do.

While the technology is only available with our primary hatchery at this point in time and a small percentage of misidentified male chicks may still hatch, we view this as a meaningful step toward strengthening animal welfare practices and encouraging broader adoption across the industry.

Photo courtesy of Hy-Line North America

IN-OVO SEXING EXPECTED TIMELINE

2025

2026

Selected Cheggy for in-ovo sexing

New chicks entering our network are expected to be hatched after in-ovo sexing

2027

These birds are expected to begin arriving on our farms

Eggs from these birds will arrive in store

2028

The majority of our flocks will have been selected through this process, marking a step forward in raising the standard for animal welfare

2029

Photo courtesy of Hy-Line North America

Our Core Animal Welfare Standards

Our farmers put the welfare of their animals first.

On a typical day, within a few hours of sunrise, our farmers open the barn doors for their hens, allowing the girls to choose how and where they spend their time. They can forage, explore, rest, or socialize, expressing natural behaviors in rotated pastures with native and seasonal grasses like clover, rye, and wild onion. Our hens enjoy at least 108 square feet of pasture each year-round. At night, hens return to large stationary barns, where they are protected from predators and weather and have comfortable places to roost and perch.

While pasture is an important part of their environment, laying hens cannot thrive on forage alone. To support their health and ability to lay consistently, our hens also have access to nutritionally complete feed. Most of our farmers feed the hens a mix of corn and soy with other essential nutrients and vitamins, providing the protein and calories hens need. Quality corn and soy are also widely available across the nine states where we work with farmers, helping keep the price of our eggs accessible for consumers. We also add natural ingredients to the feed, including paprika and marigold, which help our hens produce eggs with deep orange yolks.

To make sure that the pasture remains healthy for the hens and the land alike, all of our farms have pasture management plans and operate on a paddock rotation system, giving hens regular access to fresh pasture. Paddocks are never sprayed with pesticides or herbicides, allowing native plants and insects to thrive and supporting healthier soils and ecosystems.

In certain situations, such as extreme weather or periods of avian influenza when the hens' health and safety are at risk, our farmers may need to keep them temporarily indoors. These decisions are often guided by state and local agencies and the hens go back outside as soon as it is safe to do so.

FOSTERING A PEOPLE-FIRST CULTURE

Our Crew is Our Culture

At Vital Farms, our core values are:

Crew members play a critical role in our success, and we believe their contributions should be rewarded with real ownership. All crew members are eligible for equity, and at the end of 2025, **97% of our crew held an ownership stake in the company**.

Equity aligns crew with the long-term value they help create, and culture determines how that ownership shows up each day. Therefore, we also invest in the relationships, trust, and shared purpose that make our culture durable

For example, we brought over 300 of our remote crew members together in Nashville, Tennessee, and another 300 ECS crew members together in Springfield, Missouri for Revitalize events. These gatherings focused on connection, recognition, and the shared impact we create with our stakeholders.

Revitalize Highlights

- Our stakeholder panel at the Nashville Revitalize event featured a farmer, a community food bank partner, a hatchery provider, an animal welfare specialist, an investment analyst, a cold storage partner, and an ECS crew member who progressed from processing associate to supervisor.
- Across both Revitalize events, we celebrated and recognized ten crew members — five from our in-person ECS crew and five from our remote crew — who bring our values to life, lead by example, and strengthen our culture every day. We also recognized the recipient of our Founding Farmer Award, our highest honor, which celebrates enterprise-level stewardship and impact in service of Vital Farms' purpose.
- In Nashville, **300 crew members packed over 12,500 meals** for the Second Harvest Food Bank of Middle Tennessee.
- In the post-event survey for our remote crew, all but one crew member said they saw themselves at Vital Farms in five years. The reason one crew member did not: **retirement**.

Crew Member Spotlight

FOUNDING FARMER AWARD

The Founding Farmer Award recognizes crew members who embody Vital Farms' values and mission while helping the company grow responsibly through enterprise-level thinking and long-term stewardship.

Ash I., Vice President of Business Transformation, is the 2025 recipient. Ash has spent more than seven years at Vital Farms, growing through a series of leadership roles across sales, foodservice, and distribution before stepping into an enterprise business transformation role. His career at Vital Farms reflects a deep understanding of how the business operates end-to-end and how systems must evolve to support responsible growth. Today, Ash builds the capabilities that enable Vital Farms to scale with integrity, translating our purpose into durable digital and operational foundations.

BE HUMBLE AWARD

The Be Humble Award recognizes crew members who lead with humility, reliability, and a strong sense of ownership, consistently putting the team, the work, and our standards first.

Tammy R., Quality Technician, is a recipient of the Be Humble Award. Tammy has spent more than seven years at ECS, joining Vital Farms in 2018 as a Processing Associate. She has steadily grown into roles of increasing responsibility, becoming a Quality Technician and then a Quality Assurance Technician Lead in 2025. Her journey reflects deep operational knowledge, earned trust, and a consistent commitment to doing what is right for the business. Her steady presence, integrity, and commitment to excellence strengthen ECS and reinforce the values that define our culture.

Crew Resource Groups: Developing Leaders

Crew Impact at Vital Farms is about intentionally building a workplace where our crew of varied backgrounds, identities, and experiences feels valued, respected, and empowered to contribute fully to the business.

Our Crew Resource Groups (CRGs) play an essential role in advancing this commitment by fostering connection, belonging, and engagement across Vital Farms. As these CRG communities grow in reach and impact, we continue to invest in the leaders who bring our people-first culture to life every day.

Our first-ever CRG Retreat in November 2025 brought remote and ECS leaders together for a multi-day experience centered on career development and planning for the coming year to continue to reinforce our culture. Leaders built cross-group relationships and identified practical actions to expand the impact of CRGs across the organization.

93% Participants left more confident and prepared to lead their CRG in 2026

93% Participants left with clearer guidance and a stronger understanding of how to lead and sustain an effective CRG

100% Retreat sessions were rated as valuable by participants

"As I reflect on my last two years as a co-lead of the Multi-Cultural Coalition CRG, the first word that comes to mind is community. Community is a key component of our stakeholder model and has a profound impact on crew morale, fostering a sense of belonging and boosting overall productivity.

This role has allowed me to connect with crew from all backgrounds and has exposed me to so many different cultures. I took on this position because I am dedicated to creating an inclusive space to ensure that all crew members feel valued and heard, encouraging both self-advocacy and advocacy for others.

Professionally, this role was a catalyst for personal growth, significantly enhancing my project management, relationship-building, communication, and public speaking skills."

Shaniece T.
Sr. Cost Accountant
Multicultural Coalition CRG Co-Lead

Accelerator Farms

In 2025, we started the first of our Vital Farms-owned and operated Accelerator Farms in southern Indiana, marking a key milestone in how we approach innovation.

These farms, which operate to the same high standards as our full family farm network, are dedicated research and development centers that allow us to more deeply understand the process of starting, then, operating a successful pasture-raised egg farm. Accelerator Farms enable us to test and refine innovations, including new equipment, health monitoring technology, and pasture practices, while we bear the associated costs and operational risks ourselves. This approach allows us to validate improvements before introducing them to our network of family farmers.

Eggs produced at the first of these Accelerator Farms are now shipping to stores. Over time, we may make these farms available for purchase by family farmers, lowering barriers to entry by providing established infrastructure and immediate cash flow. Our Accelerator Farms support shared learnings, expanded access to pasture-raised farming, and a more resilient supply chain over the long-term.

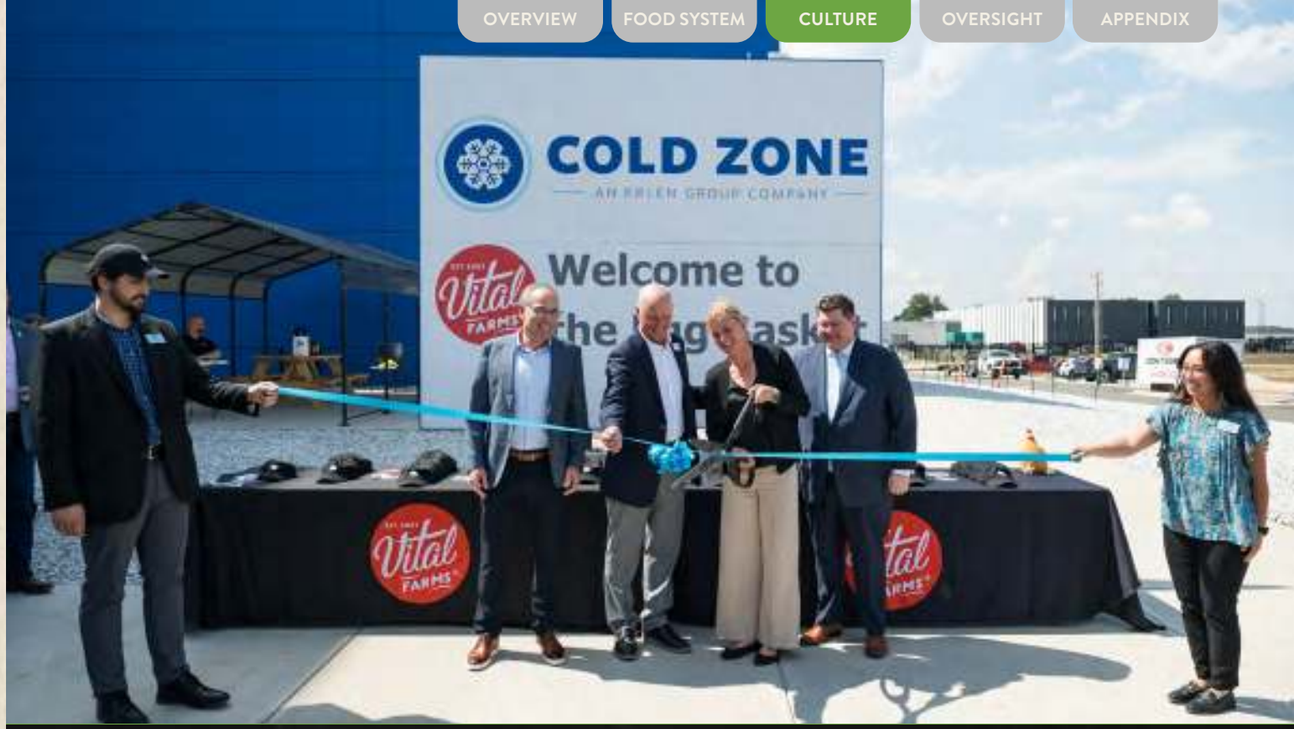
Growing with Springfield

Springfield, Missouri is home to ECS and more than half of our crew members.

Since opening the facility in 2017, our continued investments in the Greater Springfield area have driven meaningful local economic growth. Over the past five years, ECS' crew grew from **120 to 450, a 270% increase**. As ECS has scaled, our vendors have grown alongside us.

In September 2025, Cold Zone, our cold storage partner, opened a 171,000-square-foot, semi-automated facility called The Egg Basket located near ECS. Designed to store and distribute millions of Vital Farms eggs, the facility strengthens our operations while creating additional jobs in the community.

Growing together with our community creates a multiplier effect — expanding workforce opportunities, supporting small-business growth, and reinforcing Springfield's position as a food manufacturing hub.



According to the Springfield Area Chamber of Commerce, Vital Farms' presence generated:

150
ADDITIONAL
indirect jobs in 2025

$172
MILLION
generated in regional economic output

$114
MILLION
to the local GDP

Increasing Access to Ethical Food

Contributing to thriving and resilient communities where we operate is a part of our long-term success.

In 2025, we worked with longstanding food bank partners and our own crew members to increase access to ethical food and help families facing food insecurity.

Through our partnership with Ozarks Food Harvest, we donated more than 5.5 million eggs last year. Ozarks Food Harvest's network of charities, pantries, and other distribution programs have enabled our donations to reach more than **70,000 food-insecure neighbors in 28 counties** across southwest Missouri.

When broader systemic disruptions threatened to further increase food insecurity in 2025, we expanded our response. We provided $300,000 in emergency food bank donations to Ozarks Food Harvest, the Central Texas Food Bank, Gleaners Food Bank of Indiana, and Feeding America, prioritizing regions where our farmers and crew members live, in addition to supporting food banks across the country.

Our crew members amplified these efforts, raising more than $18,000 in individual donations and providing additional in-kind food donations.

In 2025, Vital Farms increased access to ethical food by contributing:

>5.5 MILLION donated eggs to Ozarks Food Harvest

$300 THOUSAND emergency food bank donations

$18 THOUSAND donations from individual crew members

"Thanks to our partnership with Vital Farms, families visiting our pantry receive more than just pantry staples; they receive choice and opportunity.

How many of us realize what a privilege it is to have the ingredients necessary to bake a birthday cake, or decide between scrambled, boiled, or fried? Today, one family walked away with three dozen fresh eggs on their very first visit, and they were absolutely blown away.

Moments like this remind us what a gift it is to serve together."

Jaimie Trussell
President & CEO
Crosslines Community Outreach

DRIVING ENGAGED & ACCOUNTABLE OVERSIGHT

Culture of Ethics at Vital Farms

In 2025, we hosted our second annual company-wide Ethics Week, reinforcing our commitment to ethical decision-making as we continue to grow at a rapid pace. Building on the foundation established in its first year, our 2025 Ethics Week focused on helping crew members better understand how our policies apply to everyday situations and where they can go with questions or concerns.

The programming included a conversation with the newest member of our Board of Directors, Freshpet CEO Billy Cyr. We introduced a new monthly "Ethics Over Easy" update in our internal newsletter, paired with a companion podcast that provides ongoing guidance on topics such as conflicts of interest and using our Whistleblower Hotline to report suspected ethical violations or other issues.

These efforts extend an emphasis on ethics beyond a single week and drive honest and ethical conduct throughout the business.

"I joined the Vital Farms Board because the company has the culture and values that match mine and those of Freshpet. As a member of the Board's Audit Committee, I have the opportunity to oversee how Vital Farms puts these values into practice through its ethics and compliance programming. Events such as Ethics Week demonstrate Vital Farms' commitment to promoting a culture of ethics across the organization and through every day-to-day stakeholder interaction."

Billy Cyr
Vital Farms Board Member and
CEO of Freshpet, Inc.

Ethics & Compliance Training Goals

In 2025, we continued the buildout of our ethics and compliance training programs to ensure familiarity with our Code of Business Conduct and Ethics across the organization. Our internally developed Code of Business Conduct and Ethics Training program, first launched to remote crew members in 2024, was rolled out to ECS crew in 2025 and incorporated as part of the orientation program for all new crew members who join Vital Farms.

TOPICS FOR TRAINING:

- Insider Trading
- Conflicts of Interest
- Media Communications
- Whistleblower Program & Hotline
- Confidentiality

GOAL:
Implement a formal company-wide ethics training program and ensure completion by >95% of all crew members by the end of 2025

PROGRESS:

ACHIEVED **99%**

Board & Governance Updates

In 2024, we conducted a comprehensive board skills assessment through an independent third party. The assessment evaluated the collective experience and capabilities of our Board and identified areas where additional expertise would strengthen the Board's oversight and long-term governance. The results informed our board refreshment strategy.

Guided by this assessment, the Board's Nominating and Corporate Governance Committee prioritized the addition of a director with current CEO experience at a consumer packaged goods company. In 2025, we welcomed Billy Cyr to the Board, adding relevant leadership experience to support Vital Farms' continued growth.

Recognizing the importance of regular board refreshment to maintain an effective balance of perspectives and tenure, our Board adopted a director tenure limit policy in November 2024.

Under this policy, a non-employee director will not be nominated for re-election after 12 years of service, subject to the Board's discretion. As of December 31, 2025, the average tenure for our Board members is 5.8 years, reflecting a balance of continuity, institutional knowledge, and fresh perspectives.

As an additional governance enhancement, our Board adopted a director resignation policy in February 2026. The policy states that if a director nominee receives less than 50% stockholder support in an uncontested election, that director must offer their resignation to be considered by the Board. This new policy is directly responsive to investor engagement sessions we conducted in late 2025 and into 2026, and it provides an additional measure of accountability to ensure our Board effectively represents our stockholders.

APPENDIX

Impact Metrics

BUILDING A RESILIENT FOOD SYSTEM		2023	2024	2025
GREENHOUSE GAS EMISSIONS	Scope 1 (metric tons CO_2e)	**5,426**	**5,806**	**7,781**
	Scope 2 (metric tons CO_2e)	**2,309**	**2,394**	**2,468**
	Scope 1 and 2 intensity (metric tons CO_2e /$ million in revenue)	**16.2**	**13.5**	**13.4**
	Scope 3 (metric tons CO_2e)	**253,847**	**352,147**	**315,781**
	(1) Purchased Goods and Services	214,822	290,353	222,605
	(2) Capital Goods	5,044	3,626	33,516
	(3) Fuel and Energy-Related Activities	119	126	121
	(4) Upstream Transportation and Distribution	11,831	34,800	27,985
	(5) Waste Generated in Operations	64	97	2,687
	(6) Business Travel	1,690	2,392	3,442
	(8) Upstream Leased Assets			218
	(9) Downstream Transportation and Distribution	95	97	134
	(11) Use of Sold Products	16,277	16,659	20,222
	(12) End-of-Life Treatment of Sold Products	3,905	3,997	4,851
	Categories 7, 10, 13, 14, and 15 are not calculated as they are not relevant to our business.			
	Scope 3 intensity (metric tons CO_2e /$ million in revenue)	**538**	**581**	**416**
ENERGY: EGG CENTRAL STATION	Absolute energy use (GJ)	**48,958**	**50,344**	**56,888**
	Energy use intensity (GJ/millions of eggs processed)	**37**	**35.8**	**34.6**

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Impact Metrics

BUILDING A RESILIENT FOOD SYSTEM		2023	2024	2025
WATER	Total water use (m_3)	46,123	80,833	99,959
WATER: EGG CENTRAL STATION	Water withdrawn (m_3)	45,933	80,666	99,027
	Water use intensity (m_3/million eggs processed)	35	58	60
	Total water discharged (m_3)	45,423	80,485	98,984
	Total water consumed (m_3)	510	181	43
WASTE: EGG CENTRAL STATION	% to landfill	2.3%	4.3%	3.5%
	% waste recycled	6.1%	15.3%	13.2%
	% waste recovered for energy	-	-	1.4%
	% waste composted	-	-	11%
	% waste upcycled	91.6%	80.4%	70.9%
PACKAGING	% recyclable (by weight)	99%	99.6%	99.6%
	% made from post-consumer recycled materials	83%	82%	84%

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Impact Metrics

FOSTERING A PEOPLE-FIRST WORKPLACE		2025
OUR CREW: WORKFORCE DEMOGRAPHICS	Total number of crew	**739**
	By ethnicity	**White: 79%** **Hispanic/Latino: 7%** **Black/African American: 5%** **Asian: 3%** **Two or more races: 3%** **Other: 3%**
	By gender	**Male: 60%** **Female: 40%**
	By age	**Under 30 years old: 22%** **30–49 years old: 60%** **50 years and older: 18%**

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Impact Metrics

FOSTERING A PEOPLE-FIRST WORKPLACE		2024	2025
OUR CREW: CULTURE	Remote crew participation in a Crew Resource Group (CRG)	45%	41%
	# of CRG Activities	34	111
OUR CREW: SAFETY	Total Recordable Incident Rate: Company-wide	2.78	1.87
	Total Recordable Incident Rate: ECS	5.18	3.03
	Near Miss Frequency Rate	20.21	16.78
OUR FARMERS	# of farms in our network	425+	600+
	# of Vital Farms-hosted farmer meetings	14	14
OUR CONSUMERS	Safe Quality Food (SQF) Score of ECS	99%	97%
	# of one-on-one interactions	94,000	83,448
	% positive sentiment in social community	85%	87%
OUR COMMUNITIES	$ donated	$600,000+	$500,000+
	# of eggs donated	4.8 million+	5.5 million+
	lbs. of food donated (equivalent)	600,000+	680,000+

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Impact Metrics

DRIVING ENGAGED AND ACCOUNTABLE OVERSIGHT		2024	2025[1]
BOARD OF DIRECTORS	% independent board directors	75%	78%
	% diverse	75%	67%
	% non-diverse	25%	33%
SENIOR LEADERSHIP TEAM	% diverse	63%	63%
	% non-diverse	27%	27%

[1] This data reflects Board members serving as of December 31, 2025. It includes Billy Cyr, who joined the Vital Farms Board in July 2025, and Matt O'Hayer, our founder and Executive Chairperson of the Board, who announced his retirement in February 2026.

Sustainability Accounting Standards Board Disclosure

The Sustainability Accounting Standards Board (SASB) Standards reflect industry-specific, financially material sustainability topics and metrics. In the following table, we have reported in accordance with "Meat, Poultry & Dairy" industry standards.

TOPIC	ACCOUNTING METRIC	2025 RESPONSE
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions (metric tons CO_2e)	7,781 mtCO2e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets	Vital Farms' approach to managing Scope 1 emissions focuses on operational efficiency, resource monitoring, and leveraging our on-site renewable electricity. At ECS, we conduct periodic energy audits to identify efficiency opportunities and have an on-site solar array, both of which support our decarbonization efforts. Our long-term plan includes continuous improvement and applying efficiency learnings from ECS to our next facility in Seymour, Indiana. **TCFD Index: page 44**
ENERGY MANAGEMENT	(1) Total energy consumed (GJ)	159,812 GJ
	(2) Percentage grid electricity	14%
	(3) Percentage renewable	5%

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SASB Disclosure

TOPIC	ACCOUNTING METRIC	2025 RESPONSE
WATER MANAGEMENT	(1a) Total water withdrawn (m_3)	(1a) 99,959 m_3
	(1b) Percentage of each in regions with High or Extremely High Baseline Water Stress	(1b) 0% withdrawn from high or extremely high baseline water stress
	(2a) Total water consumed (m_3)	(2a) 975 m_3
	(2b) Percentage of each in regions with High or Extremely High Baseline Water Stress	(2b) 0% withdrawn from high or extremely high baseline water stress
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Vital Farms identifies and manages water-related risks through facility site selection, facility design, operational monitoring, and engagement with our supply chain. We monitor water risk using WRI's Aqueduct Water Risk Atlas. ECS is located in a region with no regulatory limits on water use and low to medium baseline water stress. Wastewater is not treated onsite at ECS, and we conduct quarterly water tests to ensure our wastewater complies with local regulations. ECS has maintained a record of zero incidents of non-compliance with water quality standards. **The Environment and Natural Resources at ECS: page 14** For our supply chain, we promote regenerative agriculture with our farm network to increase the land's natural ability to manage water, reducing the risk of runoff and erosion. **Improving Pastures Through Regenerative Agriculture: page 11**
	Number of incidents of non-compliance with water quality permits, standards, and regulations	0

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SASB Disclosure

TOPIC	ACCOUNTING METRIC	2025 RESPONSE
LAND USE AND ECOLOGICAL IMPACTS	Amount of animal litter and manure generated (metric tons)	154,709 mt
	% managed according to a nutrient management plan	100% of farms manage nutrient deposition through pasture rotation plans, which prevent over-concentration of nutrients. All farms operate in compliance with applicable state regulatory and permitting requirements to limit risk of nutrient runoff.
	% of pasture and grazing land managed to conservation plan criteria	100%
	Animal protein production from concentrated animal feed operations (CAFOs) (metric tons)	0 mt
FOOD SAFETY	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate (a) major and (b) minor non-conformances	(1a) 0 (1b) 3
	(2) associated corrective action rate for (a) major and (b) minor non-conformances	(2a) 0 (2b) 100%
	% of supplier facilities certified to a GFSI food safety certification program	83%
	Number of recalls issued	0
	Total weight of products recalled (metric tons)	0 mt
	Discussion of markets that ban imports of the entity's products	This is not applicable to Vital Farms' business because we do not export our products.
ANTIBIOTIC USE IN ANIMAL PRODUCTION[1]	% of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	(1) 2.5% (2) 0%

[1] Consistent with Certified Humane Standards, antibiotics are administered only for disease treatment and must be under direction of a veterinarian. Per USDA Organic Standards, organic eggs must come from hens that receive no antibiotics ever.

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SASB Disclosure

TOPIC	ACCOUNTING METRIC	2025 RESPONSE
WORKFORCE HEALTH AND SAFETY	Total recordable incident rate (TRIR)	Facility: 3.03 Company-wide: 1.78
	Fatality rate	0
	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	This is not applicable to Vital Farms' business.
ANIMAL CARE AND WELFARE	% of pork produced without use of gestation crates	This is not applicable to Vital Farms' business because we do not produce pork products.
	% of cage-free shell egg sales	100%
	% of production certified to a third-party animal welfare standard	100%
ENVIRONMENTAL AND SOCIAL IMPACTS OF ANIMAL SUPPLY CHAIN	% of livestock from suppliers implementing NRCS conservation plan criteria or equivalent	100%
	% of supplier and contract production facilities verified to meet animal welfare standards	100%
ANIMAL AND FEED SOURCING	% of animal feed sourced from regions with High or Extremely High Baseline Water Stress (% by weight)	35%
	% of contracts with producers located in regions with High or Extremely High Baseline Water Stress (% by contract value)	27%
	Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change	Vital Farms recognizes that climate change presents a risk to our farm network and how our farmers source feed for their hens. We conduct an annual climate-risk assessment for all our farm locations and our approved feed mills. **TCFD Index: page 44**

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SASB Disclosure

TOPIC	ACCOUNTING METRIC	2025 RESPONSE
ACTIVITY METRICS	Number of processing facilities	1 egg processing facility, Egg Central Station (ECS), in Springfield, Missouri.
	Animal protein production by category; percentage outsourced	Egg production represents approximately 95% of our business. The remaining is butter production.

TCFD

The Task Force on Climate-Related Financial Disclosures (TCFD) provides climate-related financial disclosure recommendations in four areas: governance, strategy, risk management, and metrics and targets.

DISCLOSURE		RESPONSE
GOVERNANCE	a) Describe the board's oversight of climate-related risks and opportunities	Vital Farms' Board of Directors provides active oversight of climate-related risks and opportunities as a part of its overall management and oversight of the company. Oversight of Impact-related activities, including environmental and climate considerations, is managed by the Nominating and Corporate Governance Committee of the Board of Directors, as reflected in the Committee's Charter. The Chief Legal Officer, Corporate Secretary, and Head of Impact presents to this Committee quarterly on the company's impact performance, risks, and opportunities. This Committee also oversees our **Environmental Policy**. The Nominating and Corporate Governance Committee includes Board member Karl Khoury, who brings experience and expertise in sustainability and climate-related matters. This expertise strengthens the Board's ability to oversee climate-related risks and opportunities. In addition, the Audit Committee of the Board of Directors has oversight of the Company's risk assessment and management processes, which include how climate-related risks and opportunities are evaluated within the Company's overall risk profile. **Governance Structure**
	b) Describe management's role in assessing and managing climate-related risks and opportunities	While the Board of Directors and its committees oversee risk management strategy, management is responsible for implementing and supervising day-to-day risk management processes and reporting to the Board and its committees on such matters, including with respect to climate-related risks and opportunities. Climate-related risks are managed as part of the Company's broader enterprise risk approach rather than as a standalone category. **Governance Structure**

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TCFD

DISCLOSURE		RESPONSE
STRATEGY	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Vital Farms has identified both physical and transition risks related to climate change that may affect its business, supply chain, and stakeholders over the short, medium, and long term. Physical risks include the potential impact of acute and chronic extreme weather events such as drought, flooding, heatwaves, and tornadoes on the Company's direct operations, farm network, and broader supply chain. Transition risks include reputational considerations and evolving stakeholder expectations related to sustainability and climate change. Within the last year, the Company conducted climate risk and scenario analyses related to our direct operations, farm network, and supply chain. These analyses provide a five-year quantitative earnings value-at-risk estimate and longer-term quantitative risk outlook extending to 20 years. **Our Impact Strategy: page 7** **Risks and Opportunities** Direct operations • Increased frequency and severity of extreme weather events may disrupt operations at Company facilities • Ongoing investments in energy and resource efficiency and evaluation of renewable energy opportunities support operational resilience Farms • Rising temperatures, water stress, and climate-related disease risk may impact hen productivity, animal welfare, and the financial stability of our farmers • The Company works with farmers to implement regenerative agriculture practices and other strategies to reduce environmental impact and adapt to climate risk **Improving Pastures Through Regenerative Agriculture: page 11** Feed • Corn and soy, key supplemental feed ingredients, are vulnerable to adverse weather conditions, which may increase price volatility • The Company continues to explore opportunities to reduce reliance on corn and soy Reputation • Failure to meet Impact commitments or stakeholder expectations could negatively affect brand reputation • The Company's mission, Conscious Capitalism approach, and commitment to transparency align with growing consumer and investor demand for more sustainable food products • Vital Farms' products occupy a competitive position within the landscape of shifting consumer preferences for more sustainable food with increased traceability

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TCFD

DISCLOSURE		RESPONSE
STRATEGY, CONT'D.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Our Board reviews the risks associated with the company's business strategies periodically throughout the year as part of its consideration of undertaking and continuing any such business strategies. This review includes consultation with leadership of the Company's finance and strategy functions. Climate-related risks and opportunities influence our business strategy and financial planning, as such risks and opportunities have the potential to affect core business functions, from hen productivity to operating our facility to distribution of our finished goods. For direct operations, the Company continues to assess energy efficiency opportunities and completed an onsite renewable project that has been online since 2023. For supply chain, the Company works with farmers to mitigate climate impact and adapt to long-term climate risk. **Improving Pastures Through Regenerative Agriculture: page 11**
	c) Describe the resilience of the organization's strategy, taking into consideration different future climate scenarios	As a B Corp-certified food company that has been practicing Conscious Capitalism since the Company's founding, Vital Farms is acutely aware of the impact climate change can have on our business and each of our stakeholder groups, one of which is the environment. The Company's climate scenario analyses indicate some potential future risk to direct operations and farm network, due to more extreme weather events and increased drought months. Our efforts to manage resources in our facilities, engage with our farm network, and develop risk management plans address these risks. We will continue to assess risks and focus on emissions reduction and supply chain resiliency. We conduct climate risk assessments annually, based on a 2°C scenario, for our direct operations, farm network locations, and approved feed mill locations. We collaborate with third-party expert Risilience and their partner, the Center for Risk Studies at the University of Cambridge. Risilience allows us to better assess and quantify our climate-related risks and then inform risk management and decision-making across our organization. For example, it can help to inform where we will grow our farmer network and how to prioritize areas that will need more immediate climate adaptation plans. These efforts in both our operations and supply chain aim to make Vital Farms more resilient over the long term. They not only enable Vital Farms to mitigate its risk exposure to climate change but also increase the company's readiness to adapt to the effects of climate change.

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TCFD

DISCLOSURE		RESPONSE
RISK MANAGEMENT	a) Describe the organization's processes for identifying and assessing climate-related risks	Vital Farms has conducted an enterprise-wide assessment and established a process to identify, assess, and prioritize risk across the organization. This process incorporates input from a broad set of functions across the Company, ensuring a comprehensive and enterprise-level perspective. Climate and Impact-related topics are fully integrated into the process, and inputs from Vital Farms' materiality assessment and climate risk assessments are considered. Reports on highest priority risks are reviewed periodically with the Board of Directors.
	b) Describe the organization's processes for managing climate-related risks	Identified risks are analyzed and consolidated into an overall risk registry and an action matrix, which support prioritization, accountability, and mitigation planning. Climate-related risks are managed through the same governance mechanisms as other enterprise risks. Insights from climate risks assessments and greenhouse gas inventories inform setting climate-related goals and initiatives to appropriately address those risks.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	In addition to the enterprise risk assessment process described above, organizational risks, including climate-related risks, are addressed by day-to-day risk management procedures implemented by the company's officers and subject to oversight by the Board of Directors and its committees. A cross-functional management team meets quarterly to ensure that material enterprise risks are appropriately identified and assessed with updates provided to the Audit Committee of the Board of Directors.
METRICS AND TARGETS	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Vital Farms discloses a range of environmental metrics in our Impact Report. Metrics include greenhouse gas emissions, energy use, water generation, packaging recyclability, and more. **Our Impact Metrics: page 34**
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	Please refer to **Our Impact Metrics: page 34**
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Vital Farms commits to reduce Scope 1 and 2 GHG intensity 25% by end of 2027 from a 2022 base year. Vital Farms also commits to engaging 100% of its farm network on additional regenerative agriculture practices by the end of 2026. **Our Impact Metrics: page 34**

Forward-Looking Statements

This report contains "forward-looking statements" (within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended) about us and our industry that involve substantial risks and uncertainties, including but not limited to statements regarding our growth potential and plans, our Impact Goals or targets, the specifications and timing of our planned Vital Crossroads egg washing and packing facility with onsite cold storage in Seymour, Indiana, our plans for development of Accelerator Farms, and our expectations regarding our future operating and business environment. All statements other than statements of historical facts contained in this report, including statements regarding our future results of operations or financial condition, business strategies, goals, initiatives, commitments and plans and objectives of management for future operations, are forward-looking statements. In some cases, you can identify forward-looking statements because they contain words such as "anticipate," "believe," "contemplate," "continue," "could," "estimate," "expect," "forecast," "goal," "intend," "may," "plan," "potential," "predict," "project," "seek," "should," "target," "will" or "would" or the negative of these words or other similar terms or expressions. These forward-looking statements are subject to substantial risks, uncertainties, assumptions, and changes in circumstances that may cause actual results, performance, or achievements (including achievement of our Impact goals or targets) to differ materially from those expressed or implied in any forward-looking statement.

The risks and uncertainties referred to above include but are not limited to those risks described in our filings with the Securities and Exchange Commission (SEC), including in the sections entitled "Risk Factors" in our latest Annual Report on Form 10-K, filed with the SEC on February 26, 2026, our Quarterly Reports on Form 10-Q, and in our other filings and reports that we may file from time to time with the SEC, which can be found on https://investors.vitalfarms.com/. Moreover, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time. It is not possible for management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual performance and results to differ materially from those contained in any forward-looking statements we may make. In light of these risks, uncertainties and assumptions, we cannot guarantee future results, levels of activity, performance, achievements, or events and circumstances reflected in the forward-looking statements will occur. Forward-looking statements represent management's assumptions, expectations, and beliefs only as of the date of this report. We disclaim any obligation to update forward-looking statements except as required by law. This report is not comprehensive and does not include details of our financial performance.

We utilize materiality to describe issues relating to certain sustainability and Impact matters that we consider to be impactful to our business and important to our stakeholders.

Certain of our sustainability and Impact disclosures are included in our annual and quarterly reports filed with the SEC, our proxy statement, and this report. The "materiality" thresholds for purposes of this report may differ from the concept of "materiality" for purposes of federal securities laws and disclosures required by the SEC rules in our filings with the SEC. The inclusion of sustainability and Impact disclosures (including identification of climate-related risks) in this report does not necessarily mean or imply that we consider such disclosures and risks to be material for purposes of applicable federal securities laws or SEC rules and regulations.

This report also contains estimates and other statistical data obtained from independent parties and by us relating to our Impact Goals and emissions reporting. This data involves a number of assumptions and limitations, and you are cautioned not to give undue weight to such estimates and data.

The trademarks included in this presentation are the property of the owners thereof and are used for reference purposes only.

This report provides a summary to our stockholders of how we have supported the public benefits listed in our amended and restated certificate of incorporation (Charter"), as required by Section 366(b) of the Delaware General Corporation Law. A copy of our Charter is filed with each of our Annual Reports and Quarterly Reports filed with the SEC, which can be found on https://investors.vitalfarms.com/.

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